



BERKSHIRE TRAINING AND EMPLOYMENT PROGRAM

400 COLUMBUS AVENUE, PITTSFIELD, MA 01201 (413) 499-2220

MOHAWK CENTER
25 MARSHALL STREET
NORTH ADAMS, MA 01247
(413) 664-8742

21 HIGH STREET
LEE, MA 01238
(413) 243-0466

Answering Machine

8 CASTLE STREET
GREAT BARRINGTON, MA 01230
(Welfare Office)
(413) 528-2200
Wednesday 9 - 12 only

March 5, 1991

Mr. Joseph Faherty
President Massachusetts AFL/CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Faherty:

I am contacting you to inform you of my strong support for the Labor Advocacy Program which has been so ably represented by Mr. Thomas Berthiaume.

Tom is one of a disappearing breed of strong and committed labor advocates who never hesitates to stand tall and support the labor movement regardless of controversy.

We cannot afford to see men like Tom disappear. We no longer have a pool of qualified and committed individuals to draw from to replace him.

I sincerely hope that Tom will continue to represent labor, especially in light of the depressed economic condition of the Commonwealth.

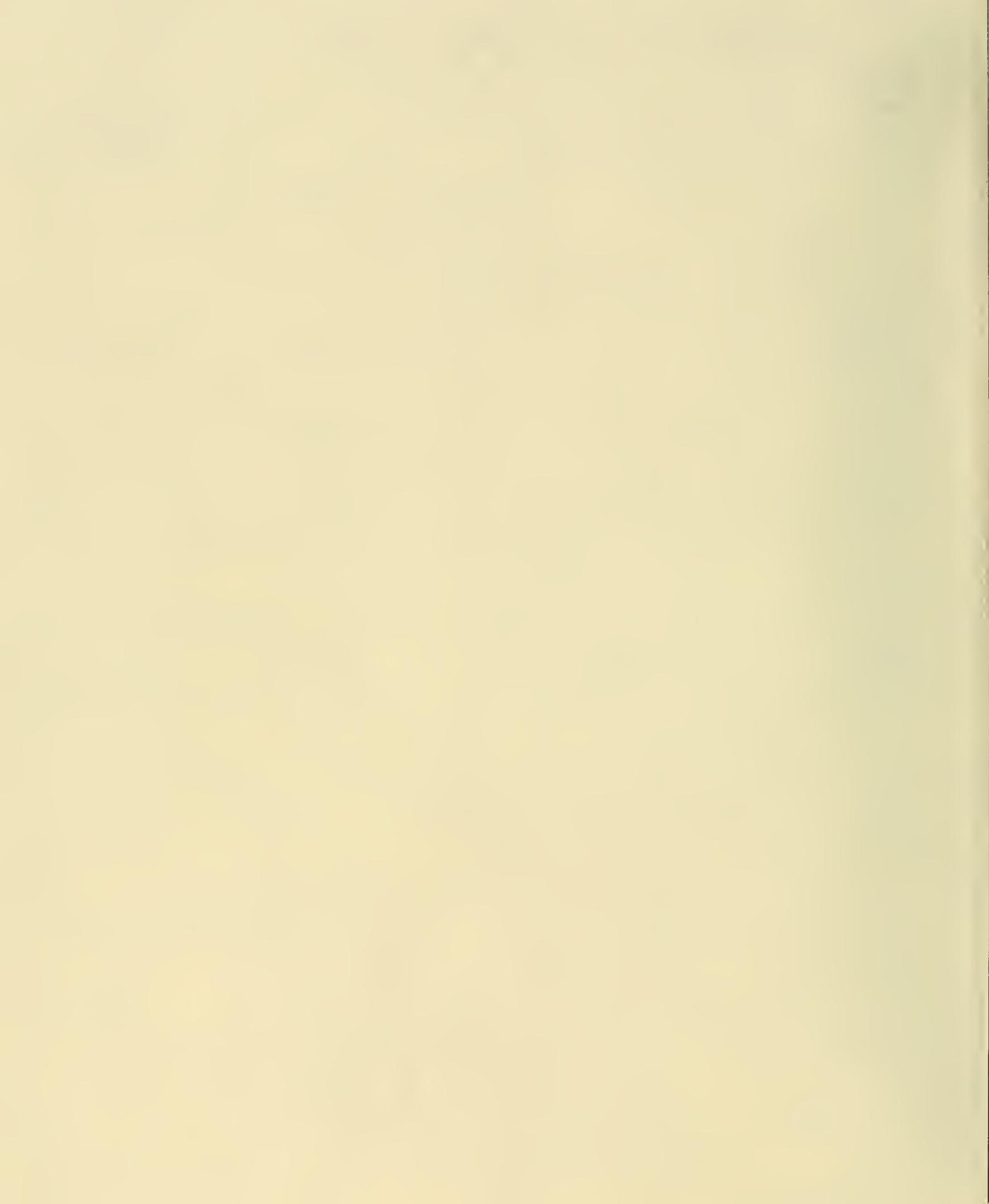
Yours truly,

A handwritten signature in cursive ink that appears to read "David S. Yorke".

David S. Yorke
Executive Director

ca

cc C. Morris
S Taugher





**FRANKLIN / HAMPSHIRE
EMPLOYMENT AND
TRAINING CONSORTIUM**

ARTHUR A. SCHWENGER
Executive Director

ADMINISTRATIVE / SERVICE OFFICE
180 LAUREL STREET
GREENFIELD, MA 01301
413-774-3182

SKILLS CENTER / SERVICE OFFICE
518 Pleasant Street
Northampton, MA 01060
413-586-6987



March 5, 1991

Joseph Faherty, President
Massachusetts AFL/CIO
8 Dearborn Street
Boston, Massachusetts 02108

Dear Mr. Faherty:

I have had a long relationship with the Dislocated Worker Program operated under the auspices of the Mass AFL/CIO. Having worked closely with Giro Cardinal and Thomas Berthiaume, I can tell you that it is with disappointment I learn that these services will no longer be available. Tom Berthiaume in particular has been most available to us and has participated in a helpful way in our local planning and oversight of dislocated worker services and programs for the unemployed workers of our area.

Positive labor involvement and cooperation in the design and establishment of job training efforts is critical to their success. The discontinuance of the Dislocated Worker Program will mean one less link that we will have to assure that labor's voice will be heard.

Sincerely,

Arthur A. Schwenger
Executive Director

CC C. Macie
S. Teague/Lem



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C

CITY MANAGER'S OFFICE OF EMPLOYMENT AND TRAINING

WILLIAM J. MULFORD
City Manager

BRIAN M. CHANDLEY
Chairman
Private Industry Council

SOUTHERN WORCESTER COUNTY SERVICE DELIVERY AREA

STEPHEN R. WILLAND, Ph.D.
Director

DONALD H. ANDERSON
Deputy Director

March 4, 1991

Mr. Joseph Faherty
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

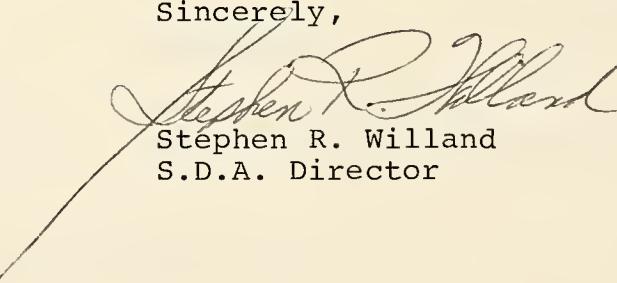
Dear Mr. Faherty:

I would like to take this opportunity to express my support for the Employment and Training component of the Commonwealth's Executive Office of Labor for the Mass. AFL-CIO. Specifically, this component has worked with the S.D.A.'s Dislocated Worker Assistance Center, as a voice for organized labor.

I would hope to see an effort toward continuing the role of this component should the current budget crisis allow.

If I can be of any further assistance please contact me.

Sincerely,


Stephen R. Willand

Stephen R. Willand
S.D.A. Director

SRW/sb

cc Christine Morris
Susan Teagarden

International Association of Machinists and Aerospace Workers



A. F. L. - C. I. O.

District Lodge No. 38

96 Chestnut Hill Avenue, Brighton, Mass. 02135

617-254-2515

FAX 617-254-2526

March 4, 1991

L
cc Tom Scanlan

Mr. Joseph Faherty
President
Mass. AFL-CIO Labor Council
8 Beacon Street
Boston, MA 02108

Dear Sir and Brother:

I was very disappointed to hear that Brother Thomas Scanlan was given notice of layoff from the Disabled Workers.

I have had the pleasure of working with Tom on many occasions and have found that his expertise was a very valuable asset to me, whether it was at the Regional Employment Board meeting or a plant closing.

I know your office is deeply involved in the layoffs that have been scheduled by the new administration.

The Machinists Union will miss Tom Scanlan, and anything that can be done for him to keep him as an active advocate would, in my opinion, be beneficial to everyone in the State.

Very truly yours,

Anthony P. Mastandrea

Anthony P. Mastandrea
Directing Business Representative

APM/nmt

cc: Christine Morris, Secretary of Labor
Susan Teagarden, Industrial Services Program

SYMPOSIUM:

**"THE ROLE OF A BILL OF RIGHTS IN DIVIDED SOCIETIES:
NORTHERN IRELAND AND SOUTH AFRICA"**

C
1 March 1991

Dear Friend:

In a year that commemorates the 200th anniversary of the ratification of the American Bill of Rights, we cordially invite you to attend a historic international symposium on the role a Bill of Rights might play in resolving the conflicts in both Northern Ireland and South Africa. The symposium takes place on March 20th and 21st at the John F. Kennedy Presidential Library under the auspices of the John W. McCormack Institute and the co-sponsors listed below.

The symposium begins at 12:30 p.m. on Wednesday, March 20th and continues to 8:00 p.m. It resumes the next day at 9:00 a.m. and ends at 7:00 p.m. Scheduled are eight panel discussions that cover a range of topics, including proposed rights and responsibilities; defining individual, minority, and group rights; and protection, enforcement, and suspension of specific rights.

Participants from Northern Ireland include members of the Social Democratic and Labour Party, the Ulster Unionist Party, the Democratic Unionist Party, and a delegation from the Committee for the Administration of Justice, which published a proposed Bill of Rights for Northern Ireland last year.

Participants from South Africa include members of the African National Congress, the Pan Africanist Congress, the ruling National Party, and members of the Law Commission, recently established by the South African government to draft a Bill of Rights for the government's consideration.

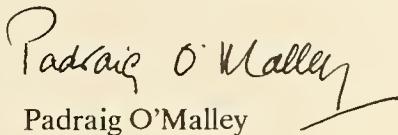
Other participants include human/civil rights scholars and practitioners from Northern Ireland and South Africa, Canada, Belgium, and Switzerland.

The event is open to the public. Seating, however, is limited on a first come, first served basis. If you wish to attend, contact the McCormack Institute at (617) 287 5550 and leave your name and telephone number and, if you wish, the names of guests who may accompany you. You will be contacted shortly thereafter to confirm seating availability.

To help defray the enormous transportation costs, we are soliciting donations. A \$50 donation will guarantee seating and attendance at a reception scheduled for Wednesday evening. Please send your contribution to the McCormack Institute, payable to "Bill of Rights Symposium". If you wish to have a box lunch on Thursday, please send a separate check for \$10.

We look forward to your joining us on this historic occasion.

Yours sincerely,


Padraig O'Malley


Michael Donlan



GREATER BROCKTON CENTRAL LABOR COUNCIL, A.F.L.-C.I.O.

POST OFFICE BOX 1692 — BROCKTON, MASS. 02403

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(508) 583-1025

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Rockland
Scituate
Stoughton
Taunton
Whitman

Dear Delegate,

The next regular meeting of our Council will be:

Where: Carlton House Motor Inn
Brockton

When: Tuesday, March 12, 1991

Time: 7:00 PM *

* Note Early Start Time.

Enclosed, also find a copy of a proposed by-law change which will be read at the March meeting.

Please make a sincere effort to attend.

Fraternal,

Walter Allen, Jr.
Secretary-Treasurer

P.S.

Please note the following important date:

- Tuesday, March 5, 1991 at 7:00 PM the Mass. AFL-CIO will host a meeting between Labor Leaders of our Labor Council Region and Senator Wall to discuss our issues and make our feelings known to the Senator.

(Senator Wall replaces Senator Alexio)

Please feel free to attend.

In accordance with Article XIV, of the By-Laws of the Greater Brockton Central Labor Council, the following motion to amend is offered.

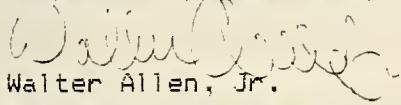
Amend Article IX, Meetings, paragraphs (a) thru (c) as at present. Paragraph (d) to read as follows:

(d) Meetings shall start promptly at 7:00 PM and adjourn not later than 11:00PM.

This proposed amendment is submitted at the regular meeting of the Council on March 12, 1991, and copies of same shall be included with the next regular meeting notice for the information of the delegates.

Further discussion and a vote on this matter will take place at the Council's regular meeting on April 9, 1991, of which notice will be served on the delegates.

Respectfully submitted,



Walter Allen, Jr.
Secretary-Treasurer



(517) 487-5966
FAX (517) 487-5213

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Michigan State AFL-CIO

419 South Washington Avenue, Suite 200 • Lansing, Michigan 48933

FRANK GARRISON, President

TOM TURNER, Secretary-Treasurer

February 26, 1991

TO: STATE FEDERATION PRESIDENTS AND SECRETARY-TREASURERS

Greetings:

The Michigan State AFL-CIO will be holding its Nineteenth Constitutional Convention at the Westin Hotel in Detroit, Michigan on Wednesday, June 19, Thursday, June 20 and Friday, June 21, 1991.

We will convene our convention in the Renaissance Ballroom of the Westin Hotel on Wednesday, June 19 at 12:30 p.m. and continue through the conclusion of business at approximately 1:00 p.m. on Friday, June 21.

We would be pleased to have you, or a representative of your union, at our convention. However, if this is not possible due to distance, scheduling problems or other factors, an expression of "fraternal greetings" from your union to the over 2,000 delegates representing the approximately 725,000 affiliated AFL-CIO members in Michigan, would be appreciated. Such messages should be forwarded to us at the above address.

Sincerely and fraternally,

MICHIGAN STATE AFL-CIO

Frank Garrison
President

Tom Turner
Secretary-Treasurer

FG:TT:st
opeiu459aflcio

Jewish Labor Committee

NORTHEAST REGION

33 Harrison Avenue • Boston, MA 02111
(617) 350-7969

EXECUTIVE COMMITTEE

February 27, 1991

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Donald J. Siegel, Esq.
Vice-Chair

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Harlan R. Baker Massachusetts AFL-CIO
Martin Blatt 8 Beacon St.
Earl Bourdon Boston, MA 02108
Harvey Brightman Edward Clark
Joseph Diamant Marjorie Epstein Dear Bob:
Priscilla Golding

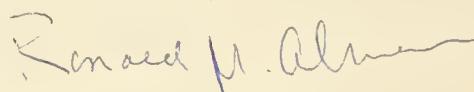
Candace Catlin Hall Bill Kemsley, Sr.
Marek L. Laas, Esq. Louis Leopold Nigro.
Prof. Charles Levenstein
Jerrold S. Levinsky, Esq.

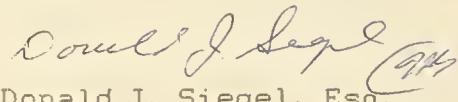
Israel Neiman
George S. Newman
Carl Proper
Nicholas Roussos
Richard Rumelt
Nathan Sandler
Michael Schippani
Jacob Schlitt
Elliot Small
Robert R. Stroh
Manuel Weiner
Edwin Weinstein
Stuart Weiss

Herman Brown
Regional Director

We want to extend our grateful appreciation to
you and to the Massachusetts AFL-CIO for taking a
table at the March 6th JLC Luncheon in honor of Joe

Fraternally,


Ronald M. Alman
Chair


Donald J. Siegel, Esq.
Vice Chair

RA:cc

opeiu:6
afl/cio

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



February 27, 1991

C
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President
Thomas R. Donahue
Secretary-Treasurer

Albert Shanker
Edward T. Hanley
Angelo Fosco
William H. Wynn
John DeConcini
Wayne E. Glenn
Joyce D. Miller
John J. Sweeney
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Richard I. Kilroy
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Gerald W. McEntee
William H. Bywater
Marvin J. Boede
Owen Bieber
John T. Joyce
Lynn R. Williams
Morton Bahr
Robert A. Georgine
Milan Stone
Gene Upshaw
Jay Mazur
Lenore Miller
Jack Sheinkman
John J. Barry
Sigurd Lucassen
William J. McCarthy
Susan Bianchi-Sand
Moe Biller
George J. Kourpias
John N. Sturdivant
Richard L. Trumka
Frank Hanley

Dear Trade Unionist:

My purpose in writing to you today is to formally introduce myself as the successor to Mike Gildea in the capacity of Assistant to the Director of the Legislative Department, and coordinator of the federation's grass roots Legislative Action Programs. As such, it becomes my responsibility to maintain, and possibly improve upon, the foundation that Mike has so skillfully developed in concert with trade union activists such as yourself.

The 102nd Congress is now stepping up its activities which will include an array of legislative challenges of vast importance to organized labor. Beginning with legislation to prevent the hiring of permanent striker replacements, to a Mexican Free Trade Agreement, to OSHA reform, and health care reform, our Washington lobbyists will be engaging in legislative battles that affect not only our members' economic well-being, but their fundamental right to engage in collective bargaining! The success or failure of these efforts will be directly dependent upon the level of assistance and involvement demonstrated by our rank and file membership under the auspices of our grass roots legislative action programs.

My goal is to continue the progress that Mike had already achieved. As a result, we can galvanize our members into becoming, collectively, the most powerful and respected grass roots apparatus in existence today.

At this point, you may have begun to wonder about my background, qualifications, and experience in legislation and grass roots lobbying. Most recently, I served as a congressional relations representative for the American Dental Association where I developed a political/legislative action network for organized dentistry. Prior to that, I spent 4 years as a Legislative assistant with the Building and Construction Trades Department, AFL-CIO, where I had the opportunity to work closely with Mike on a grass roots campaign to pass anti-double breasting legislation.

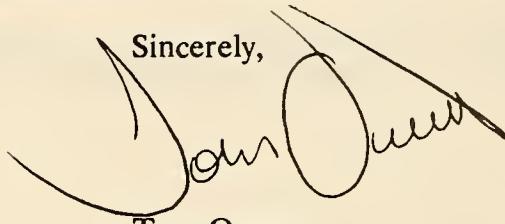
I hope that, together, we can develop this program to its fullest potential of being the decisive factor in the success of our legislative agenda in the 102nd Congress and beyond.

Page 2
February 27, 1991

I truly look forward to meeting with you and working together in the months to come. I would also be very interested in any ideas, criticisms, and/or suggestions that you may have relating to any aspect of our grass roots lobbying program. Please feel free to contact me (202-637-5246) at any time to discuss these thoughts.

Thank you for your assistance and your involvement.

Sincerely,



Tom Owens
Assistant to the Director
Department of Legislation

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

LANE KIRKLAND PRESIDENT

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William H. Wynn
Joyce D. Miller
Richard J. Kilroy
William H. Bywater
John T. Joyce
Robert A. Georgine
Jay Mazur
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William J. McCarthy
George J. Kourpias
Frank Hanley

C

March 1, 1991

**TO: ALL PRESIDENTS OF NATIONAL AND INTERNATIONAL UNIONS,
STATE FEDERATIONS AND MAJOR CENTRAL BODIES**

Dear Trade Unionist:

March 3, 1991, marks the one-year anniversary of the Greyhound strike. This struggle has put more than 8,000 bus drivers on the streets and created untold hardship for them, their families and their union.

The company has filed for bankruptcy and the Amalgamated Transit Union continues to monitor that process and to defend its members interests there, in the courts, before the NLRB and on the picket lines.

The AFL-CIO Executive Council, at its meeting last week, voted to establish a Greyhound strike relief fund to assist the Greyhound strikers and their union. The AFL-CIO will make an initial contribution of \$25,000. We urge your generous support of this strike fund. Please make your checks payable to the Greyhound Strike Fund, c/o William Collins, Controller, AFL-CIO, 815 16th Street, N.W., Washington, D.C. 20006.

Sincerely and fraternally,

Lane Kirkland
President



The Commonwealth of Massachusetts Department of Education

C

1385 Hancock Street, Quincy, Massachusetts 02169

February 25, 1991

Joseph Faherty
AFL-CIO
8 Beacon Street
Boston, MA

Dear Mr. Faherty:

On Tuesday, March 5, 1991, the Legislature's Joint Committee on Education, Arts and Humanities has scheduled a hearing on Governor Weld's proposal to abolish the State Board of Education and the Board of Regents of Higher Education. Both of these bodies would be replaced by a secretary of education appointed by the Governor. The Secretary would select a chancellor to direct a division of higher education and a commissioner to head a division of elementary, secondary and occupational education. The hearing will begin at 10:00 a.m. in Room B-1, located in the bottom floor of the State House Annex.

In addition to ending lay governance of public education in the Commonwealth, the proposal would eliminate all current committees, councils and commissions that are advisory to the Board, regardless of their statutory or appointed basis. Such groups could be re-established by the Secretary but that would require either future amendments to laws or the reconstitution of appointed groups.

The Governor's proposal, if enacted by the Legislature, constitutes a radical change in the governance structure of public education in the Commonwealth. It is important for the Legislature as well as others concerned about the Commonwealth's commitment to our students, to weigh carefully the implications of this proposal. I urge you and your organization to consider testifying at next Tuesday's hearing so that the legislature committee will have the benefit of your views.

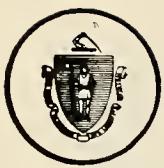
Enclosed is a statement on the retention of the Board that you may find helpful. Thank you for your counsel and cooperation.

Sincerely,

A handwritten signature in black ink that reads "Harold Raynolds, Jr."

Harold Raynolds, Jr.
Commissioner of Education

HR/pa



The Commonwealth of Massachusetts Department of Education

1385 Hancock Street, Quincy, Massachusetts 02169

Arguments for retaining State Board of Education

1. Historical significance. The Massachusetts Board of Education is an institution in this nation, having been established by the Great and General Court in 1837. It was the first state board of education in the country and, with the exception of Wisconsin, 48 other states have followed the Massachusetts example. Through its appointment of Horace Mann as its first Secretary, the Commonwealth's Board of Education established public education in the United States as it is known today.

2. Broad spectrum governance. The State Board affirms the concept of citizen governance of public education. It provides for educational policy-making by a diverse group of people from all across the Commonwealth, representing business, industry and labor, community organizations and parents as well as educators and students. The different perspectives Board members bring to issues reflect their varied professional, personal and geographic backgrounds, and result in sound educational policy decisions based on thoughtful, intelligent deliberation and commitment to educational issues.

3. Open forum. By conducting its business in deliberative fashion in open meetings, the State Board provides a forum for citizen participation in educational decisions. This allows a wide range of constituents and stakeholders -- teachers, school and municipal officials, parents, students, advocates and others -- to help shape and invest in important policies. Locating all educational decision-making in a single office eliminates this forum.

4. Accountability. Under existing law, the Governor appoints the Chair of the Board and several members each year. The Board appoints the Commissioner of Education, who does not have a set tenure but serves at the pleasure of the Board. Through the Board appointment process, any Governor has the opportunity to shape the Board's priorities and purposes, and to extend his capacity to address issues of public education. The annual state budget proposed by the Governor and appropriated by the Legislature also shapes and implements those policies.

5. Board required for occupational/vocational education. Federal law requires that any state applying for federal vocational education funds have a board to oversee and administer

occupational/vocational education programs. The State Board performs that function.

6. **Program commitment and change.** A broadly representative statewide Board of Education maintains a commitment and develops a continuity to vital programs affecting public schools and students that might be eroded by an office more subject to political considerations. Examples of issues that at the time of implementation by the Board were considered controversial include: lengthening the school day and school year, requiring kindergarten, transitional bilingual education, parent advisory councils, special education, racial and minority desegregation, broadening occupational education, and promoting equitable school finance. By the same token, because of its wide perspective, the State Board recognizes the need for periodic review of policies and programs in order to assure educational quality and opportunity, and has demonstrated its willingness to take new initiatives for school improvement.

7. **Downsizing of government.** The 12 members of the Board of Education, by law, are entitled to reimbursement of expenses they incur in the performance of their official duties. [During 1990 that amounted to about \$18,500.] They are not compensated in any other fashion. Establishment of an office of Secretary to replace the State Board of Education will cost the citizenry more than ten times that amount.

8. **Focus on school issues.** The challenge of strengthening and improving the effectiveness of the Commonwealth's public schools from early childhood through elementary, secondary, occupational and adult basic education requires focused attention. Public higher education presents very different issues concerning state colleges and universities. A merger of the functions of the Board of Education and the Board of Regents will diffuse and diminish the Commonwealth's efforts to provide a sound and effective system of universal public education to all students.



COMMONWEALTH OF MASSACHUSETTS
MASSACHUSETTS SENATE
STATE HOUSE, BOSTON 02133

SEN. CHRISTOPHER M. LANE
ROOM 507, STATE HOUSE
TEL. (617) 722-1348

C February 28, 1991

Joseph C. Faherty
President
Massachusetts AFL/CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Faherty,

I met with many of your labor leaders at the Norfolk County Labor Council on Monday, February 25, 1991 at the Shipbuilders Hall in Quincy . I will do my best to make it to the Greater Boston Central Labor Council meeting on Monday, March 4, 1991 at the Plumbers Local #12 Hall.

Prior to my election, I am on record in writing stating my positions that labor is concerned with. I will be glad to state my positions again.

Hope to see you on Monday, March 4, 1991.

Sincerely,

A handwritten signature in cursive ink that reads "Christopher Lane".

Christopher M. Lane
State Senator
1st Suffolk and Norfolk District



The Lord is
good to those
who wait for Him.

LAMENTATIONS 3: 25

IN LOVING MEMORY OF

Paul F. Bannish

October 19, 1990

23rd PSALM

The Lord is my shepherd: I shall not want.

He maketh me lie down in green pastures: he leadeth me beside the still waters.

He restoreth my soul: he leadeth me in the paths of righteousness, for his name's sake.

Yea, though I walk through the valley of the shadow of death I will fear no evil for thou art with me: thy rod and thy staff they comfort me.

Thou preparest a table before me in the presence of mine enemies; thou anointest my head with oil; my cup runneth over.

Surely goodness and mercy shall follow me all the days of my life: and I will dwell in the house of the Lord for ever.

FORASTIERE FUNERAL HOME
COLONIAL FUNERAL HOME
SOUTHWICK FUNERAL HOME

'Scenic' Series
3118

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THANK
YOU

[postmark]

The family of Paul F. Barnish
wish to express our thanks to
you for your contribution
to the memorial fund in his
memory.

Your concern & generosity are
very much appreciated & will al-
ways be remembered.

Sincerely,
Maggie Barnish
& children,
Rlett & Holly

Carlton
CARDS

© Carlton Cards, Cleveland, OH
Made in U.S.A.

Artist: Georgia Olsen
NT 0075



The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133

ATHAN "SOCO" CATJAKIS
REPRESENTATIVE
9TH HAMPDEN DISTRICT
WARDS 1 AND 2
127 MELHA AVENUE
SPRINGFIELD, MA 01104
TEL. 732-0522

LEGISLATIVE ASSISTANT
DENNIS M. MURPHY
TEL. 739-1653

Committees on
Health Care
Government Regulations
Federal Financial Assistance
ROOM 130, STATE HOUSE
TEL. 722-2130

February 25, 1991

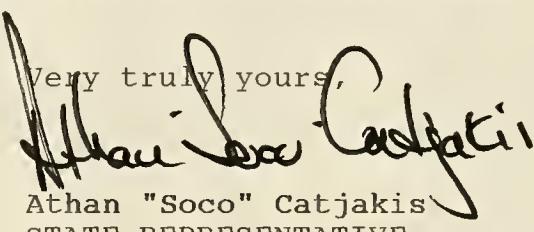
Joseph C. Faherty, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Faherty:

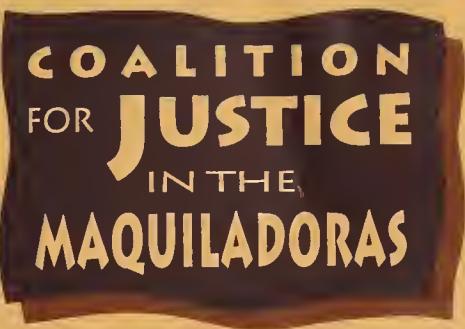
I would like to take this opportunity to thank you for your recent letter conveying the concerns of the Massachusetts AFL-CIO on the Governor's "Emergency Plan for Fiscal Recovery".

Please be advised that, I agree with many of the points expressed in your letter. Clearly, I have always been supportive of working families throughout my tenure as a legislator. As we begin to evaluate each proposal, you may be assured that this commitment remains unchanged.

If I can be of any further assistance, please feel free to contact me.

Very truly yours,

Athan "Soco" Catjakis
STATE REPRESENTATIVE

ASC/pjm



A CALL FOR CORPORATE RESPONSIBILITY IN THE MAQUILADORA



"THEIR VERY SUCCESS IS HELPING TURN MUCH OF THE [MEXICO-U.S.] BORDER REGION INTO A SINKHOLE OF ABYSMAL LIVING CONDITIONS AND ENVIRONMENTAL DEGRADATION."

THE WALL STREET JOURNAL SEPTEMBER 22, 1989

The Coalition for Justice in the Maquiladoras is a binational alliance which seeks to pressure U.S. transnational corporations to adopt socially responsible practices within the maquiladora industry. "Maquiladora" is the term commonly applied to assembly and manufacturing plants which have been established in Mexico by foreign corporations. Approximately ninety percent

of these "maquilas" are owned by U.S. corporations. Some 2,000 maquila plants are producing electronic goods, auto parts, chemicals, furniture, machinery, and many other goods. In general, the products from these plants are exported for sale in the

United States. Environmental contamination, unsafe work conditions and the exploitation of workers are widely documented characteristics of the maquiladora industry. Due to the explosive growth of the industry, these problems have reached monumental proportions and have shattered the quality of life in border communities.

The Coalition for Justice in the Maquiladoras demands that transnational corporations with plants in Mexico adhere to the **MAQUILADORA STANDARDS OF CONDUCT**. These Standards establish ethical practices which corporations must follow in order to alleviate the acute problems created by the maquiladora industry.



A RECORD OF ABUSE

The torrent of U.S. companies that has swept into Mexico in the maquiladora areas has had staggering social and environmental consequences on both sides of the border.

- ◆ The environment on both the Mexican and U.S. sides of the border is being decimated by practically unrestrained waste discharges, air pollution emissions and improper toxic waste disposal.
- ◆ Public health in Mexican and U.S. communities is being jeopardized by environmental contamination. In maquiladora areas where water is supplied by shared aquifers, up to 90% of the U.S. population has been found to have contracted hepatitis A by age thirty.
- ◆ Border communities are overwhelmed as waves of Mexican families migrate to squalid shantytowns, looking for jobs in the maquiladoras. The population explosion in these communities has overloaded water and sewage systems, strained public health services, and caused severe deterioration of the urban infrastructure.
- ◆ Mexican workers are exploited through unconscionably low wages and by work conditions that are unhealthy and unsafe.
- ◆ Maquiladora employees often have virtually no rights on the job, and in some cases are "warehoused" in crowded, company-operated barracks.
- ◆ In both the United States and Mexico, U.S. corporations have used the tactic of moving facilities in order to avert social responsibilities to local communities. Hundreds of thousands of workers in the U.S. have lost jobs as plants have relocated across the border.



8

STATEMENT OF MISSION OF THE COALITION FOR JUSTICE IN THE MAQUILADORAS

We are a binational coalition of religious, environmental, labor, Latino and women's organizations seeking to pressure U.S. transnational corporations to adopt socially responsible practices within the maquiladora industry in order to ensure a safe environment on both sides of the border, safe work conditions inside the maquila plants and a fair standard of living for the industry's workers.

A central vehicle for achieving these goals is the establishment of the **MAQUILADORA STANDARDS OF CONDUCT**. This document provides a code through which we demand that corporations alleviate critical problems created by the industry.

Our efforts are grounded in supporting worker and community struggles for social, economic and environmental justice in the maquiladora industry. Moreover, by supporting these struggles, we believe our efforts will serve the interests of workers and communities on both sides of the border.

We dedicate ourselves to democratic process and unity of action, maintaining sensitivity to the diverse representation within our coalition.



S



**THE MAQUILADORAS
EMPLOY HALF A MILLION
MEXICANS, PAYING THEM
AN AVERAGE OF \$5 A DAY."**

BUSINESS WEEK
NOVEMBER 12, 1990

**"FROM TIJUANA TO
MATAMOROS, U.S.
FACTORIES HAVE BROUGHT
JOBS -- AND SOCIAL CHAOS
-- TO MEXICO."**

THE NEW YORK TIMES
JULY 1, 1990

MAQUILADORA STANDARDS OF CONDUCT

The *Coalition for Justice in the Maquiladoras* endorses the **MAQUILADORA STANDARDS OF CONDUCT** as a binational program to address the abuses corporations have imposed on workers, the environment and the communities in which they are located.

By agreeing to the **MAQUILADORA STANDARDS OF CONDUCT**, and living up to the document's provisions, companies operating maquiladoras will:

- ◆ Comply with Mexican and U.S. environmental regulations. These include providing public disclosure of toxic chemical releases and discharges, supplying public disclosure of hazardous waste disposal methods, and using the best available environmental control technologies to reduce hazardous waste discharges.
- ◆ Obey Mexican and U.S. worker safety and health regulations. These include notifying workers of the identity of all chemicals used, providing a written explanation of the risks associated with toxic materials, and providing safety and health training as well as protective clothing and adequate ventilation.
- ◆ Support fundamental workers' rights. These include fair wages, reasonable hours of work and decent working conditions. Corporations will not interfere with workers' rights to organize and to bargain collectively.
- ◆ Support community infrastructure needs. This requires providing equitable contributions to finance community infrastructure and public service needs which result from industry-led population growth.

A full copy of the **MAQUILADORA STANDARDS OF CONDUCT** may be obtained from the Coalition.

COALITION FOR JUSTICE IN
THE MAQUILADORAS
C/O INTERFAITH CENTER ON
CORPORATE RESPONSIBILITY
475 RIVERSIDE DRIVE
ROOM 566
NEW YORK, NEW YORK 10115
(212) 870-2295

"SOME MAQUILADORAS RESEMBLE SWEATSHOPS MORE THAN FACTORIES. THEY LACK VENTILATION, AND WORKERS MAY PASS OUT FROM THE HEAT AND FUMES."

All of the design motifs used in this publication are authentic Seals reproduced from the
archives of the National Museum of Mexico and are reproduced from the book *Sellos del*
Antiguo México published in 1947.

Printed on Recycled Paper.



C/O INTERFAITH CENTER ON
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NEW YORK, NEW YORK 10115
(212) 870-2295

**COALITION
FOR JUSTICE
IN THE
MAQUILLADORAS**

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



February 14, 1991

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Richard L. Trumka
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To All State Federations and Major Central Labor Councils

Dear Trade Unionist:

Over the last two decades hundreds of U.S. owned corporations have shut down their domestic operations and reopened south of the border.

This exodus to Mexico has left hundreds of thousands of American workers jobless and their communities in economic disarray. Meanwhile, 500,000 Mexicans work at substandard wages and working conditions, producing products almost entirely for the U.S. market. In addition, the maquiladora plants pose a deadly threat to those living on both sides of the border as they release toxic waste into the air, water and soil.

In other words, the U.S. owned corporations that have established 2,000 plants in Mexico have completely failed to achieve their alleged objective of creating decent jobs on both sides of the border.

As part of a broader strategy to discourage both plant relocations and worker and environmental exploitation, the Organization and Field Services Department of the AFL-CIO has over the past year helped develop a new program to address the devastating impact which the maquiladora industry has had on workers in the U.S. and Mexico.

This program is being coordinated by the **Coalition for Justice in the Maquiladoras**, a network of more than fifty national organizations including the AFL-CIO, religious, environmental, Latino and women's groups. The mission of this Coalition is to pressure U.S. corporations to adhere to socially responsible **Standards of Conduct** at their maquiladora operations.

For your information, I have enclosed two brochures which provide information on the campaign.

- o The Maquiladora Standards of Conduct will be used as a vehicle to pressure U.S. corporations with facilities in Mexico to ensure a safe working and living environment on both sides of the border, as well as an adequate standard of living for maquiladora employees.
- o The second brochure provides general information on the maquiladora industry and the **Coalition for Justice in the Maquiladoras**.

Also enclosed is a press release and remarks by Secretary-Treasurer Thomas Donahue issued at the Washington, D.C. kickoff of the Maquiladora campaign.

I hope this information will be of assistance to you. Additional copies are available upon request. If you need further information regarding the Campaign or materials, please contact Ed Feigen at (202) 637-5187. Ed will also provide assistance to you if you are interested in becoming active in the campaign.

Sincerely and fraternally,



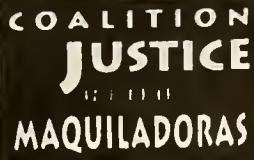
Joseph J. Shantz
Director
Department of Organization
and Field Services

JJS:mls

Enclosures

cc: AFL-CIO Regional Directors
AFL-CIO Field Representatives
Ed Feigen

OPEIU #2 AFL-CIO



C/O INTERFAITH CENTER ON
CORPORATE RESPONSIBILITY
475 RIVERSIDE DRIVE
ROOM 566
NEW YORK, NEW YORK 10115
(212) 870-2295

FOR IMMEDIATE RELEASE:
February 12, 1991

FOR MORE INFORMATION, CONTACT:
Ed Feigen, (202) 637-5187
Susan Mika, (512) 377-0457
or Charles Miller, (202) 289-0800

**ENVIRONMENTAL, RELIGIOUS AND LABOR ORGANIZATIONS FORM COALITION
TO PROMOTE SOCIAL RESPONSIBILITY IN THE MAQUILADORA INDUSTRY**

WASHINGTON -- More than sixty environmental, religious, community, and labor organizations, including the National Toxics Campaign, the Interfaith Center for Corporate Responsibility, and the AFL-CIO, today announced the formation of a coalition to pressure U.S. transnational corporations to adopt more socially responsible practices within the maquiladora industry.

The Coalition for Justice in the Maquiladoras will address widely documented problems in the maquiladora industry, including environmental contamination, unsafe work conditions, violations of workers' rights, and deteriorating infrastructure in border cities. The Coalition also released the **Maquiladora Standards of Conduct**, which establish ethical practices that corporations must follow to alleviate the acute problems created by the maquiladora industry. At annual corporate meetings, members of the Coalition will initiate shareholder resolutions that will call for adherence to these Standards.

The Coalition also released some preliminary results from an ongoing study by the National Toxics Campaign which evaluates practices of U.S. transnational corporations across the

border. The data shows that major corporations are responsible for widespread illegal dumping of toxic chemicals in sewer systems and waterways. For example, by analyzing samples taken from a General Motors facility in Matamoros, the National Toxics Campaign has found that a chemical solvent called xylene has been dumped in extremely high concentrations. A sample from the GM discharge contained 2,700,000 parts per billion of xylene.

According to Tom Donahue, Secretary-Treasurer of the AFL-CIO, the Coalition's proposed Standards of Conduct provide U.S. legislators with an important measuring stick as they consider any trade negotiations with the Mexican government.

"The proposed U.S.-Mexican Free Trade Agreement could open the floodgates to even more exploitation of Mexican workers, more unemployment in the United States, and more damage to the environment in the border areas," Donahue said.

According to Sr. Susan Mika of the Interfaith Center for Corporate Responsibility, an important goal of the Coalition is to convince U.S. legislators to incorporate the Standards of Conduct in any trade negotiations with the Mexican government.

The purpose of the Maquiladora Standards of Conduct, the groups said, is to provide American industry with guidelines for improving their Mexican operations. The Coalition plans to assess corporate compliance with the Standards and provide public and private investors, such as pension fund managers, with information for socially responsible investment in U.S. companies with Mexican plants.

The Standards focus on environmental contamination, health and safety practices, and fair employment practices, and are drawn from existing Mexican and U.S. federal law, as well as labor Standards established by the International Labor Organization of the United Nations. By adopting these Standards as corporate policy, corporations would agree to:

- * Comply with SEDUE (Secretaria de Desarrallo Urbano Y Ecologia) and EPA (Environmental Protection Agency) regulations. This includes providing public

disclosure of toxic chemical releases and discharges into the environment, providing public disclosure of hazardous waste disposal methods, and using the best available environmental control technologies to reduce hazardous waste discharges and releases.

- * Comply with Secretaria del Trabajo Y Revision Social and OSHA (Occupational Safety and Health Administration) regulations. This includes notifying workers of the identity of all chemicals used, providing a written explanation of the risks associated with toxic materials, and providing safety and health training as well as protective clothing and adequate ventilation.
- * Support fundamental workers' rights, including rights to a fair wage, reasonable hours of work and decent working conditions. Corporations also would not interfere with workers' rights to organize and reach collective bargaining agreements.
- * Help finance infrastructure improvements in surrounding communities, and not promote barrack-style living arrangements for employees.

Since 1965, corporations have established approximately 2,000 factories in this border region extending from Brownsville/Matamoros to Tijuana/San Diego. A primary reason for the growth of this industry is the desire of corporations to take advantage of wage rates averaging \$5.00 per worker per day. The corporations benefit from reduced tariffs and opportunities to escape U.S. environmental and health and safety regulations.

"It is unconscionable for U.S. transnationals to maintain corporate practices which have a devastating impact on the quality of life in border towns," said Mika. "We want to send a message -- moral behavior knows no borders. What would be wrong in the United States is wrong in Mexico. We look forward to delivering these Maquiladora Standards of Conduct to the corporate boardrooms of the Fortune 500 companies and asking shareholders to address these concerns at annual meetings."

Addressing the issue of toxic pollution created by the maquiladoras, National Toxics Campaign president John O'Conner said, "The disgraceful behavior of American companies operating in the maquiladoras insults every American concerned about human rights and the

environment. The notion that laws designed to protect Americans from toxic pollution can be skirted by moving operations to another country suggests that to many U.S. corporations, a Mexican life is worth less than an American life."

Coalition members also charge that the U.S. companies operating in the maquiladoras have done virtually nothing to improve squalid living conditions of their workers. The huge migration of Mexicans to border communities has created a housing shortage, overloaded water and sewage systems, strained public health services, and caused severe deterioration of the urban infrastructure. For example, the combined population of Ciudad Juarez, Mexicali, and Tijuana has increased five-fold since 1960. Many of the colonia areas lack readily-available water and sewage facilities. The "houses" are often made of cardboard and scraps of wood. In many places, water is stored in 55-gallon drums that once held toxic chemicals.

"It is profoundly unfair that these wealthy and successful corporations should look the other way while their workers live in crushing poverty and while raw sewage runs in the streets of their colonias," said Mika. "Surely these companies have some responsibility to improve these appalling conditions."

AFL-CIO NEWS UNION



DEPARTMENT OF INFORMATION 202-637-5010

**STATEMENT OF AFL-CIO SECRETARY-TREASURER THOMAS R. DONAHUE
TO 9 A.M. PRESS CONFERENCE
OF COALITION FOR JUSTICE IN THE MAQUILADORAS
ZENGER ROOM, NATIONAL PRESS CLUB
FEBRUARY 12, 1991**

Good morning. I'm Tom Donahue, the secretary-treasurer of the AFL-CIO. I'm delighted to be here.

The AFL-CIO is part of the Coalition for Justice in the Maquiladoras for two reasons.

First, the maquiladoras are a disaster for American workers.

Tens of thousands of U.S. jobs have vanished as our multinational companies move their production to Mexico. It is no mystery about why this is happening. These companies want to turn the terrible poverty of Mexico to their advantage, and they like the fact that there is little restraint on their rapacity when they go south of the border.

But when they move, U.S. workers are paying a price. They are the people who lose their jobs when their plants close down.

It is they who see their lives shattered and their communities gutted.

That is the first reason we are in the Coalition.

The second reason is that the maquiladoras are a disaster for our Mexican brothers and sisters.

Make no mistake about it: the maquiladoras are not set up to contribute to Mexico's economic development. They are there for a very different reason, which is to extract every bit of profit they can for their corporate owners in the United States.

What does this mean for the people working for the maquiladoras? Maria Guadalupe Torres has just told us more than a thousand statistical tables and economic analyses ever could.

We can add only that her brothers and sisters are paid a despicably low average wage between 60 and 80 cents an hour.

Many of them live in squalid shantytowns, where they must pay a third of their income just to share a bed in a single room occupied by six other people.

And much of the border region has been turned into a social and economic inferno. It is so bad that even the Wall Street Journal was moved to call it "a sinkhole of abysmal living conditions and environmental degradation."

The maquiladoras are a moral scandal -- yet there is a real danger that it could grow much worse. The proposed U.S.-Mexican Free Trade Agreement would open the floodgates to even more exploitation of Mexican workers, more unemployment in the United States, and more damage to the environment in the border areas.

We in the Coalition believe there is a better path. We demand that the workers in the maquiladoras be given their fundamental rights, and that the wholesale destruction of the environment be stopped.

The first step is for the owners of the maquiladoras to implement the Standards of Conduct that we propose today. These are realistic measures -- in fact, they are drawn largely from existing laws in the U.S. and Mexico -- but they would go far towards alleviating some of the worst injustices of the current system.

A few months ago, the great novelist Carlos Fuentes and five other leading Mexicans wrote, "Low Mexican wages cannot be a permanent feature of North American economic relationships. That comparative advantage is too costly for everybody involved: too humiliating and unproductive for Mexican dignity and economic development; too costly in jobs and welfare for American and Canadian workers; too destructive for our common environment and civilization."

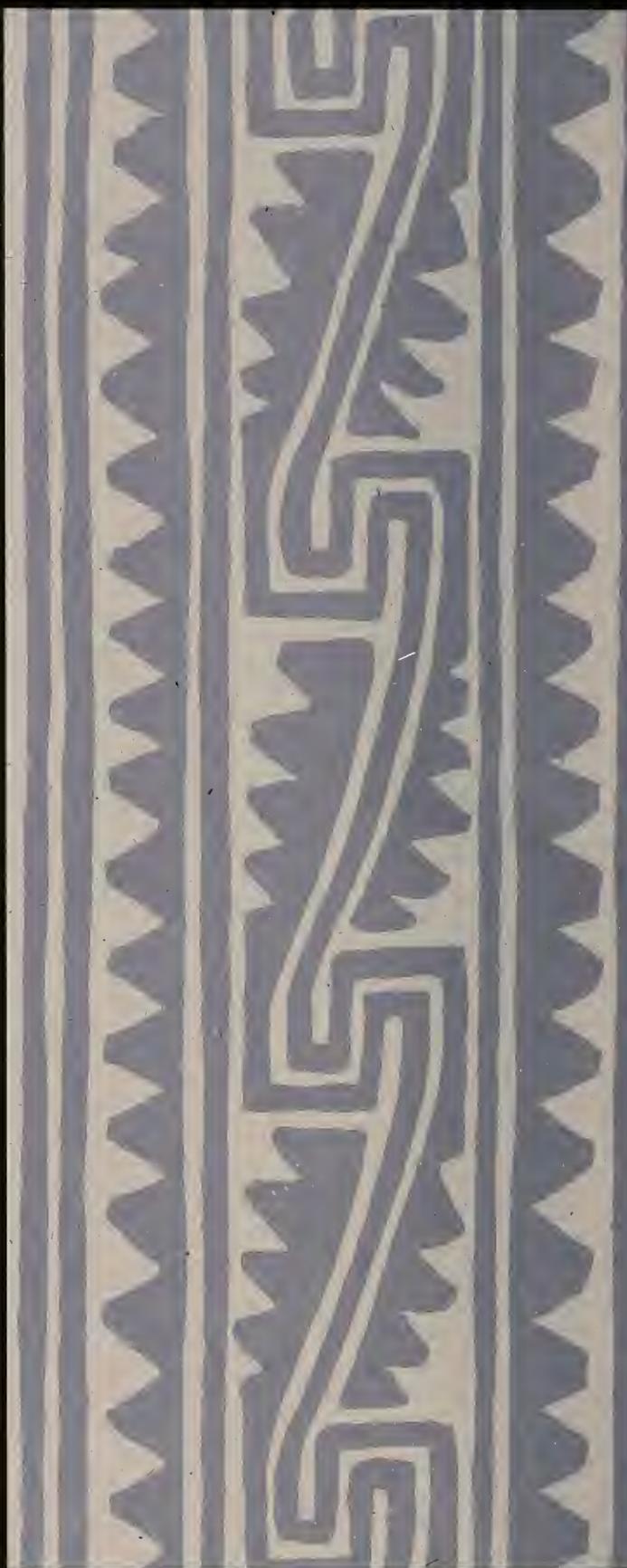
They are right. That is why the Coalition for Justice in the Maquiladoras is so important.

For the sake of our brothers and sisters -- both in the United States and Mexico -- we in the AFL-CIO will do everything we can as Coalition partners to end the scandal of the maquiladoras.

#####

COALITION
FOR JUSTICE
IN THE
MAQUILADORAS

MAQUILADORA
STANDARDS
OF
CONDUCT



MAQUILADORA STANDARDS OF CONDUCT



The **MAQUILADORA STANDARDS OF CONDUCT**
are directed to U.S. transnational corporations
which operate production facilities in Mexico.

The **MAQUILADORA STANDARDS OF CONDUCT**
are drawn from existing Mexican and United States
federal laws, as well as labor standards established
by the International Labor Organization of the
United Nations.

These Standards have been advanced by the
Coalition for Justice in the Maquiladoras, a
binational alliance seeking to pressure U.S.
corporations to adopt socially responsible
practices within the maquiladora industry.



MAQUILADORA STANDARDS OF CONDUCT

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INTRODUCTION

PURPOSE AND SCOPE OF THE STANDARDS OF CONDUCT

The MAQUILADORA STANDARDS OF CONDUCT

are addressed to all U.S. corporations which operate subsidiaries, have affiliates or utilize contractors or shelter plants in Mexico. The objective of these Standards is to promote socially responsible practices which ensure a safe environment on both sides of the border, safe work conditions inside maquiladora plants and an adequate standard of living for maquiladora employees.

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United States citizens who urge U.S. transnational corporations to adhere to these Standards recognize that both Mexico and the U.S. have the inherent right to regulate commerce within their own boundaries. These Standards are designed to help promote binational efforts to secure a safe workplace for maquiladora employees, the protection of the environment and the promotion of human rights and economic justice on both sides of the border.

All company disclosures associated with these Standards should be provided in Spanish and English.



SECTION I

RESPONSIBLE PRACTICES FOR HANDLING HAZARDOUS WASTES AND PROTECTING THE ENVIRONMENT

Pollution from the maquiladora industry is a binational problem which threatens the health of citizens both in Mexico and the United States. Illegal dumping of hazardous wastes pollutes rivers and aquifers and contaminates drinking water on both sides of the border. In addition, accidental chemical leaks from plants or transportation vehicles carrying hazardous materials impact both sides of the border.

In general, corporations operating maquiladoras will be guided by the principle that they will follow SEDUE (Secretaria de Desarrollo Urbano Y Ecologia) and EPA (Environmental Protection Agency) regulations, and will exercise good faith to secure the best possible protection of the environment. Corporations operating maquiladoras will:²

1. Act promptly to comply with Mexican environmental laws (Ley General del Equilibrio Ecológico Y La Protección Al Ambiente), by submitting environmental impact statements to SEDUE, obtaining proper permits from SEDUE and adhering to all ecological technical standards. Twice a year, corporations will publish a list of all notices of violations received from government agencies, with notations as to the status of efforts to come into compliance on such violations.³
2. Annually, provide full public disclosure of toxic chemical discharges and releases into the air, water and land, and amounts of hazardous materials stored and utilized. In addition, annually companies will disclose the movements of hazardous materials and wastes between facilities in the U.S. and Mexico, and the movement of hazardous materials from storage to usage.⁴
3. Provide full public disclosure of hazardous waste disposal methods, including the final location of waste disposal. If a maquiladora contracts with a Mexican company to dispose or recycle hazardous waste, it will publicly disclose

the name of the company and provide documentation that the company has required SEDUE authorization.⁵

4. Use state-of-the-art toxics use reduction, chemical accident prevention and pollution control technologies to reduce hazardous discharges and releases and ensure compliance with SEDUE's ecological technical standards.⁶

5. Ensure safe and responsible transportation of all hazardous materials in Mexico and the United States. As required by Mexican law, prior to transporting hazardous waste, the companies will obtain SEDUE authorization. Vehicles used for transporting hazardous waste will be properly inspected and operated by qualified drivers.⁷

6. Provide public verification of all hazardous materials being returned to the country of origin, as required by international treaty and Mexican law, including disclosure of the method and location of final disposal.⁸

7. Ensure proper disposal of all spent containers used for chemicals and take necessary initiatives to assure that these containers are not used for the storage of drinking water.

8. Take remedial action to clean up any past dumping which threatens to release hazardous materials into the environment.

9. Provide fair damage compensation to any community or individual which has been harmed by pollution caused by the corporation or its subsidiary.

10. Discuss environmental concerns with the community. Enter into "good neighbor" agreements with the neighbors of facilities in Mexico to allow verification of compliance with all of these environmental provisions, and to foster further dialogue with the community on environmental protection issues.

SECTION II

HEALTH AND SAFETY PRACTICES

In general, corporations operating maquiladoras will be guided by the principle that they will follow regulations established by the Secretaría del Trabajo y Previsión Social and the Occupational Safety and Health Administration (OSHA).⁹ Corporations operating maquiladoras will:

1. Disclose to employees, their designated representatives and the public the chemical identity of all chemicals used, as well as amounts of chemical materials and wastes stored on premises. Ensure that all chemical containers will have appropriate warning labels in Spanish as well as English.¹⁰
2. In accordance with Mexican law, provide employees with written explanation of risks associated with the use of toxic materials, including information currently required for Material Safety Data Sheets under U.S. law. This information will be conveyed with illustrations in simply-understood Spanish.¹¹
3. Use chemicals that are the safest and least toxic for employees, especially from the standpoint of their reproductive and other functional capacity.¹²
4. Design work operations and tasks to limit repetitive strain injuries and other ergonomic problems.¹³
5. As required by Mexican law, each plant will establish worker/management health and safety commissions, allowing workers to elect their representatives to these commissions. These commissions will be trained in health and safety and charged with making monthly plant inspections and recommendations for improving plant safety.¹⁴
6. Provide all employees with health and safety training using a qualified instructor approved by the Joint Health and Safety Commission. Training will include identification of

and protection against health and safety hazards, including those which negatively affect human reproductive health and function. Training and drills will be conducted on evacuation procedures for facility emergencies including fire and chemical leaks.¹⁵

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7. Provide an adequate ventilation system including local exhaust for all point sources of air contamination, as well as provide employees with appropriate protective equipment and clothing to minimize risk of toxic exposure and as a back up (not a replacement) for ventilation. The corporations will keep sources of clean water for washing and showering and fire fighting equipment in areas where hazardous materials are used.¹⁶

8. Arrange health and safety inspections by qualified outside consultants (approved by the Joint Health and Safety Commission) at least once every six months and provide public disclosure of inspection reports.¹⁷

9. Provide fair damage compensation to any worker who suffers an occupational injury or illness.¹⁸

10. In accordance with Mexican law and the OSHA Medical Records Rule, provide all employees and their designated representatives access to medical records, including medical and employment questionnaires and histories, results of medical examinations and lab tests, medical opinions and diagnoses, and descriptions of treatments. U.S. corporations will be responsible for providing maquiladora employees and their representatives access to both in-house and contractual medical records.¹⁹

SECTION III

FAIR EMPLOYMENT PRACTICES AND STANDARD OF LIVING

U.S. corporations will respect basic workers' rights and human dignity.

10. 1. U.S. corporations will not engage in employment discrimination based on sex, age, race, religious creed or political beliefs. Equal pay will be provided for equal work, regardless of sex, age, race, religious creed or political beliefs.²⁰
2. In general, workers will be provided with a fair and just wage, reasonable hours of work and decent working conditions.²¹
3. U.S. corporations will not interfere with workers' rights to organize and to reach collective bargaining agreements, including grievance procedures. Workers who seek to organize, will not be harassed in present or future work endeavors.²²
4. U.S. corporations will not employ or utilize child labor and will exercise good faith in ensuring that employees are of legal working age.²³
5. U.S. corporations will distribute profit sharing to employees as required by Mexican law. For accounting purposes and calculating fair distribution of profit sharing, U.S. corporations will consider maquiladoras as profit centers, provide full financial disclosure in an annual report for maquiladora facilities (or entire Mexican subsidiary), and make public formula and calculations used for determining profit sharing distribution.²⁴
6. U.S. corporations will print and distribute a written handbook on company employment policies to all employees as required by Mexican law. This handbook will include a description of basic employee rights under Mexican labor laws and information on government mandated benefits such as severance pay and medical treatment. When a union contract exists, it will be posted in the plant.²⁵

7. In the workplace, U.S. corporations will take positive steps to prevent sexual harassment. Policies will be developed to ensure strict disciplinary measures against sexual harassment. To support these policies, programs will be established to educate employees about what constitutes sexual harassment. Finally, a supportive environment will be created, giving workers the confidence needed to report incidents of sexual harassment.²⁶



SECTION IV

COMMUNITY IMPACT

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U.S. transnational corporations recognize that they have social responsibilities to the local communities in Mexico and the United States where they locate facilities. These responsibilities include a commitment to community economic development, and improvements in the quality of life. Facilities will not be abandoned to avoid these responsibilities.

1. U.S. corporations will not promote barracks-style living arrangements for employees. Where these living arrangements already exist, U.S. corporations will take immediate action to improve living conditions and ensure that workers are provided with basic human rights. U.S. corporations will also schedule biannual inspections of the barracks by representatives of an internationally recognized human rights organization. Finally, U.S. corporations will seek positive housing alternatives to present barracks living arrangements.

2. Corporations operating maquiladoras will work to establish special trust funds to finance infrastructure improvements in colonias near maquiladora plants. All area maquiladora operations will be asked to contribute to these trust funds. The funds will be managed by trustees representing the corporations, employees and community leaders. Educational institutions on both sides of the border are possible resources for directing appropriate allocations of these funds. Trust fund contributions, investments, assets and expenditures will be publicly disclosed.

ENDNOTES

1. Agency of Urban Development and Ecology.
2. All references to "corporations operating maquiladoras," include corporations which utilize contractors or shelter plants.
3. The Mexican General Law of Ecology and Equilibrium and Protection of Environment. 13
4. U.S. Emergency Preparedness and Community Right to Know Act, P.L. 99-499, Title III. The Mexican General Law of Ecology and Equilibrium and Protection of Environment, obligates a generator to file a monthly record on hazardous waste generated. Generators are required to report, every six months, a detailed record of movements of hazardous materials from storage.
5. Present environmental regulations in Mexico do not include the concept of "from cradle to grave," applicable under U.S. environmental law (RCRA). Therefore, under Mexican law, in some cases, there may be loopholes which would allow U.S. companies to avoid disclosure of final location for disposing hazardous waste. However, in the case where hazardous wastes are shipped back to the United States, a company must disclose the final location for disposal under EPA regulations. If a U.S. company is contracting with a Mexican firm for the disposal or recycling of waste in Mexico, the Mexican firm contracted must have authorization by SEDUE.
6. The Mexican General Law of Ecology and Equilibrium and Protection of Environment, Title I, Chapter VII, Ecological Technical Standards.
7. The Mexican General Law of Ecology and Equilibrium and Protection of Environment requires that a maquiladora file an Ecological Clearance Certificate (Guia Ecologica), with SEDUE to obtain authorization for transporting hazardous waste. U.S. corporations that are trucking materials into the United States should be using trucks which meet federal and state transportation regulations including, inspection, proper placarding and weight restrictions.
8. Both Annex 3 of the Agreement Between the United States of America and the United Mexican States On Cooperation for the Protection and Improvement of the Environment in the Border Area and the General Law of Ecology and Equilibrium and Protection of Environment, require that hazardous waste generated during maquiladora production operations be returned to the

country of their origin. Certification of final disposal location is required under RCRA.

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9. The Mexican Secretary of Labor and Social Provision is responsible for issuing occupational health and safety regulations in Mexico. The U.S. Occupational Safety and Health Standards are codified in 29 CFR 1900-1910.

10. Refer to Ley Federal de Trabajo, Art. 132, XVII and Reglamento General de Seguridad e Higiene en el Trabajo 138, 123, 128, 134, 189, 190, 203-205, 209, 218, 221, 222, 225. U.S. law: 29 CFR 1910.1200 (the Hazard Communication Standard) requires that employers must disclose to employees and their designated representatives information about the identity and use of chemicals used on the premises (29 CFR 1910.1200 (e)). It also requires labelling of chemicals (29 CFR 1910.1200 (f) (5)).

See also ILO Convention No. 170. [The International Labour Organization (ILO) has developed internationally recognized standards for many health and safety and fair employment practices. ILO standards, referred to as Conventions, are ratifiable by and, when ratified, binding on countries sending union, management and government representatives to the ILO. ILO Recommendations are non-mandatory guidelines for national action, legislation and collective negotiations.]

11. Refer to Ley Federal de Trabajo, Art. 132, XVII and Reglamento General de Seguridad e Higiene en el Trabajo, Reg. 138, 123, 128, 134, 189, 190, 203-205, 209, 218, 221, 222, 225. U.S. Information and Material Safety Data Sheets are required by 29 CFR 1910.2000 (h). See also, 29 CFR 1910.1200 (g). ILO Convention No. 170.

12. Refer to Reglamento General de Seguridad e Higiene en el Trabajo, Reg. 136-1(a); Reg. 136-1(c). ILO Recommendations Nos. 97 and 42.

13. Refer to Ley Federal de Trabajo, Art. 138.

14. Refer to Ley Federal de Trabajo, Art. 509; 133 XXVII, 391 IX and Reglamento General de Seguridad e Higiene en el Trabajo, Reg. 193-212. ILO Convention No. 155 and Recommendation No. 164.

15. Refer to Ley Federal de Trabajo, Art. 153-F (III) and Reglamento General de Seguridad e Higiene en el Trabajo Reg. 30. ILO Convention No. 155 and Recommendation No. 164.

16. Refer to Ley Federal de Trabajo, Art. 132 XVI, XVII and Reglamento General de Seguridad e Higiene en el Trabajo, ventilation Reg. 146, 154, 168, 210; clothing Reg. 136, 170-174; water Reg. 132, 179, 180; fire Reg. 15, 16, 136, 161. U.S. 29 CFR Section 1910.1000 (Toxic and Hazardous Substances) covers maximum air levels for specific chemical substances. 29 CFR 1910.1000 (e) requires engineering and administrative controls (e.g. ventilation) to take precedence over personal protective equipment; requires personal protective equipment where necessary. ILO Conventions Nos. 148, 155, 156 and Recommendation No. 164.

15

17. Refer to Ley Federal de Trabajo, Art. 511, 512, 527, 529, 992, 1008; Mexican Constitution XXI, and Reglamento General de Seguridad e Higiene en el Trabajo, Reg. 202, 213, 214. ILO Conventions Nos. 148, 155 and 156.

18. ILO Conventions Nos. 17, 18, 19, 25, 42, and 121.

19. Refer to Reglamento General de Seguridad e Higiene en el Trabajo, Art. 215, 224. U.S. law: 29 CFR 1910.20.

20. Refer to Ley Federal de Trabajo, Art. 3, 133-I, VIII. ILO Conventions Nos. 90, 100, 101, and for women, see Conventions Nos. 89 and 103.

21. ILO Convention Nos. 82, 110, 131; cf. also Conventions Nos. 1, 14, 47, and 116; and for women, Nos. 89 and 103.

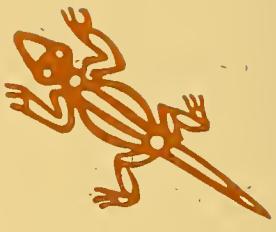
22. Ley Federal de Trabajo, Art. 5, III and Mexican Constitution, Art. 123, XXVII(a). ILO Convention No. 87.

23. Ley Federal de Trabajo, Art. 175. Mexican law prohibits utilization of workers under the age of 16 years. Industrial night work (after 8 P.M.) is prohibited for workers under the age of 18. ILO Conventions 5, 10, 59, 60, 123, 124, 138 and 146.

24. Profit sharing or "Reparto de Utilidades" is required under Ley Federal de Trabajo, Art. 117-131, 133-IV, V, 354, 357, 359, Mex Constitución Article 123-XVI, XXII.

25. Required under Ley Federal de Trabajo, Art. 425, 422, 423, 424, 1001, 1003 and El Reglamento Interior del Trabajo, Art. 192.

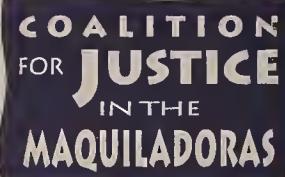
26. Ley Federal de Trabajo, Art. 56, 3, 132, refers to fair treatment and prohibits sexual discrimination.





All of the design motifs used in this publication are authentic seals
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New England Regional Joint Board
Amalgamated Clothing and Textile Workers Union
AFL-CIO, CLC

RICHARD DOBENS
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ALTHEA LEACH
Vice President

BERT BARAO
Secretary

PATRICIA WILLEY
Sergeant-At-Arms

867 STATE ROAD, NORTH DARTMOUTH, MASS. 02747

5

EDWARD W. CLARK, JR.
*International Vice President
and Manager*

KATHLEEN A. CASAVANT
*Administrative
Assistant*

February 19, 1991

C

Joseph Faherty, President
Massachusetts AFL-CIO
8 Beacon St.
Boston, MA 02108

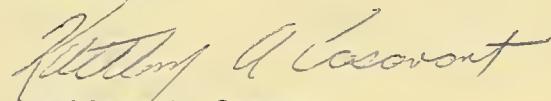
Dear Mr. Faherty:

We were recently referred by your office to the Office Technology Education Project in Somerville because of an injury one of our workers received as a result of working on a VDT.

I wanted to thank you for the referral. Janet Wilder conducted a workshop for us this morning with the injured worker as well as our other employees and answered all of their questions as well as offering several suggestions on how to improve their workstations.

Projects such as these should be made known throughout our workforce.

Sincerely,


Kathleen A. Casavant
Administrative Assistant

cc: Janet Wilder

News

United States
Department
of Labor



Bureau of Labor Statistics

Boston, Mass. 02203

For Information: (617) 565-2327

Media Information: (617) 565-2331

USDL-047

TRANSMISSION OF MATERIALS IN THIS
RELEASE IS EMBARGOED UNTIL
8:30 AM. WEDNESDAY FEBRUARY 20,
1991

BOSTON AREA INFLATION SLOWS IN JANUARY; CONSUMER PRICES ROSE 0.1 PERCENT SINCE NOVEMBER, AND 5.7 PERCENT OVER THE YEAR.

Consumer prices in the Boston metropolitan area rose just 0.1 percent for the two months ending in January, according to Anthony J. Ferrara, Regional Commissioner for the U.S. Bureau of Labor Statistics. This increase is markedly lower than the steep bimonthly gains posted during the second half of 1990. For the year ended January, 1991, the Consumer Price Index for All Urban Consumers (CPI-U) in the Boston area rose by 5.7 percent.

For the two months ended January, 1991 apparel and upkeep prices in Boston posted an 11.1 percent decline. Transportation prices also declined, down 1.6 percent largely due to gasoline prices which were down 8.5 percent since November. The remaining five major expenditure categories posted bimonthly increases, led by other goods and services which rose 2.9 percent. Food and beverages posted a 1.9 percent increase which was due in part to a 10.9 percent increase in the price for alcoholic beverages. Medical care rose 1.2 percent since November. Housing prices rose 1.0 percent despite declines in prices for fuel and other utilities, homeowners' costs and residential rent in Boston. Entertainment prices rose 0.8 percent since November.

Over the year, all seven major expenditure categories posted increases, led by other goods and services, up 10.1 percent, and medical care, up 9.5 percent. Transportation followed, up 8.3 percent since last January while entertainment was up 7.1 percent. Housing prices rose 4.6 percent over the past twelve months with an 11.4 percent increase in renters' costs far outpacing the 1.7 percent rise in homeowners' costs. Food and beverages, and apparel and upkeep posted moderate over-the-year increases, up 3.7 and 2.7 percent, respectively.

The energy index rose 10.3 percent for the year ended in January, led by a 23.8 percent rise in gasoline prices. Electricity and utility piped gas posted increases of 11.1 and 6.5 percent, respectively, which was somewhat offset by a decline in fuel oil prices of 6.8 percent. Ferrara noted that this was the largest 12 month decline for fuel oil in Boston since December, 1988.

In January, the Boston CPI-U on the 1982-84=100 base stood at 143.8. By this gauge, the selected market basket of goods and services which cost the area consumer an average of \$100.00 during the 1982-84 reference period, would now cost \$143.80.

Consumer Price Index for All Urban Consumers (CPI-U)
 Boston, Massachusetts Area
 JANUARY 1991
 (1982-84=100 Unless otherwise noted)

| Expenditure Group | Index: JAN 1991 | Percent change from: | | |
|--------------------------------|-----------------------|----------------------|----------------|--------------|
| | | 1 year: ago | 2 mos.: ago | 1 mo. ago |
| ALL ITEMS..... | 143.8 | 5.7 | 0.1 | |
| All Items (1967=100)..... | 418.0 | - | - | |
| All Commodities..... | 127.5 | 4.1 | -1.1 | |
| All Services..... | 160.4 | 6.9 | 0.9 | |
| FOOD AND BEVERAGES..... | 142.2 | 3.7 | 1.9 | |
| Food..... | 142.1 | 3.4 | 1.1 | |
| Food at home..... | 139.6 | 2.6 | 1.4 | 2.6 |
| Cereals and bakery products... | 140.2 | 5.7 | 1.7 | 1.4 |
| Meats, poultry, fish and eggs. | 139.9 | 4.6 | 2.1 | 2.0 |
| Dairy products..... | 130.4 | -1.6 | -1.9 | -1.2 |
| Fruits and vegetables..... | 159.7 | -2.4 | 2.2 | 8.8 |
| Other food at home..... | 129.1 | 5.6 | 1.4 | 1.3 |
| Food away from home..... | 147.1 | 4.5 | 0.5 | |
| Alcoholic beverages..... | 144.5 | 6.6 | 10.6 | |
| HOUSING..... | 142.3 | 4.6 | 1.0 | |
| Shelter..... | 161.4 | 4.7 | 1.0 | |
| Renters' costs 1/..... | 171.5 | 11.4 | 5.6 | 5.0 |
| Residential rent..... | 155.7 | 2.4 | -0.3 | -0.6 |
| Homeowners' costs 1/..... | 164.3 | 1.7 | -1.2 | -0.1 |
| Fuel and other utilities..... | 116.5 | 6.4 | -0.5 | |
| APPAREL AND UPKEEP..... | 135.6 | 2.7 | -11.1 | |
| TRANSPORTATION..... | 125.3 | 8.3 | -1.6 | |
| Private transportation..... | 124.9 | 7.9 | -2.0 | |
| Public transportation..... | 129.7 | 11.6 | 2.0 | |
| MEDICAL CARE..... | 189.7 | 9.5 | 1.2 | |
| ENTERTAINMENT..... | 147.5 | 7.1 | 0.8 | |
| OTHER GOODS AND SERVICES..... | 183.1 | 10.1 | 2.9 | |

| SELECTED ENERGY GROUPS | | | | |
|--------------------------|-------|------|-------|------|
| Energy..... | 109.1 | 10.3 | -4.9 | -4.2 |
| Fuel Oil..... | 110.7 | -6.8 | -4.5 | -4.9 |
| Electricity..... | 125.1 | 11.1 | -0.2 | -1.0 |
| Utility (piped) gas..... | 116.2 | 6.5 | -0- | -0- |
| Gasoline..... | 112.0 | 23.8 | -10.5 | -8.5 |

BOSTON CPI FOR URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W)

| | | | |
|----------------|-------|-----|------|
| ALL ITEMS..... | 143.3 | 5.4 | -0.1 |
|----------------|-------|-----|------|

1/ November 1982=100

C

MASSACHUSETTS
DEMOCRATIC PARTY



February 15, 1991

Dear Joe and Friends,

I want you to know how much I appreciate your generous contribution in support of the China Pearl event.

As we begin to rebuild the grassroots of our Party, we look forward to investing our financial resources in programs and services that will make our candidates highly competitive in the months and years ahead.

Best regards,


Steven Grossman
Chair

⑧ 19



THE COMMONWEALTH OF MASSACHUSETTS

House of Representatives

STATE HOUSE, BOSTON 02133

TELEPHONE (617) 722-2600

RICHARD A. VOKE
MAJORITY LEADER

ROOM 343

C

February 14, 1991

Joseph Faherty, President
MASSACHUSETTS AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Faherty,

It was a great pleasure for me to visit with you, Marty Foley and my other good friends at the AFL-CIO during your recent reception from Freshmen Legislators. Having enjoyed my relationship with the AFL-CIO and its membership over the years, I was glad to see that our newest members of state government were afforded the opportunity to meet and get to know such respected labor activists as you and your associates.

As we all try to come to grips with the disturbing economic times plaguing the Commonwealth, it is comforting to know that the AFL-CIO has a team assembled and ready to be of assistance wherever possible. Of course, with guys like Marty walking the hallways, the labor presence has always been felt. After hearing and reading about you and your great vision, it has become even more evident to me that the reins of administration could not be placed in better hands.

My best wishes are with you for continued success.

Very truly yours,

A handwritten signature in black ink, appearing to read "RICHARD A. VOKE".

RICHARD A. VOKE
Majority Leader



THE COMMONWEALTH OF MASSACHUSETTS
GOVERNOR'S COMMISSION ON EMPLOYMENT OF
PEOPLE WITH DISABILITIES

WILLIAM F. WELD
GOVERNOR

JASON ALBERT
STAFF DIRECTOR
727-1826

MICHAEL W. MUTHER
CO-CHAIR

DR. WILLIAM E. KIERNAN
CO-CHAIR

February 8, 1991

Dear Commission Members and Friends:

The Governor's Commission on Employment of People with Disabilities will hold its next full meeting on **Tuesday, March 5th from 10:00 a.m. to 12:00 noon**, in the Hurley Building, room 612 A & B, 19 Staniford Street (Government Center), Boston.

At this meeting, the Commission will be reviewing the 1990 Annual/Transition Report, and the Commission's new legislation. We will also begin a discussion of the future goals and activities of the Commission.

Please contact Jason Albert at (617) 727-1826 to confirm your attendance or if you have any questions. We appreciate your taking time out of your busy schedule.

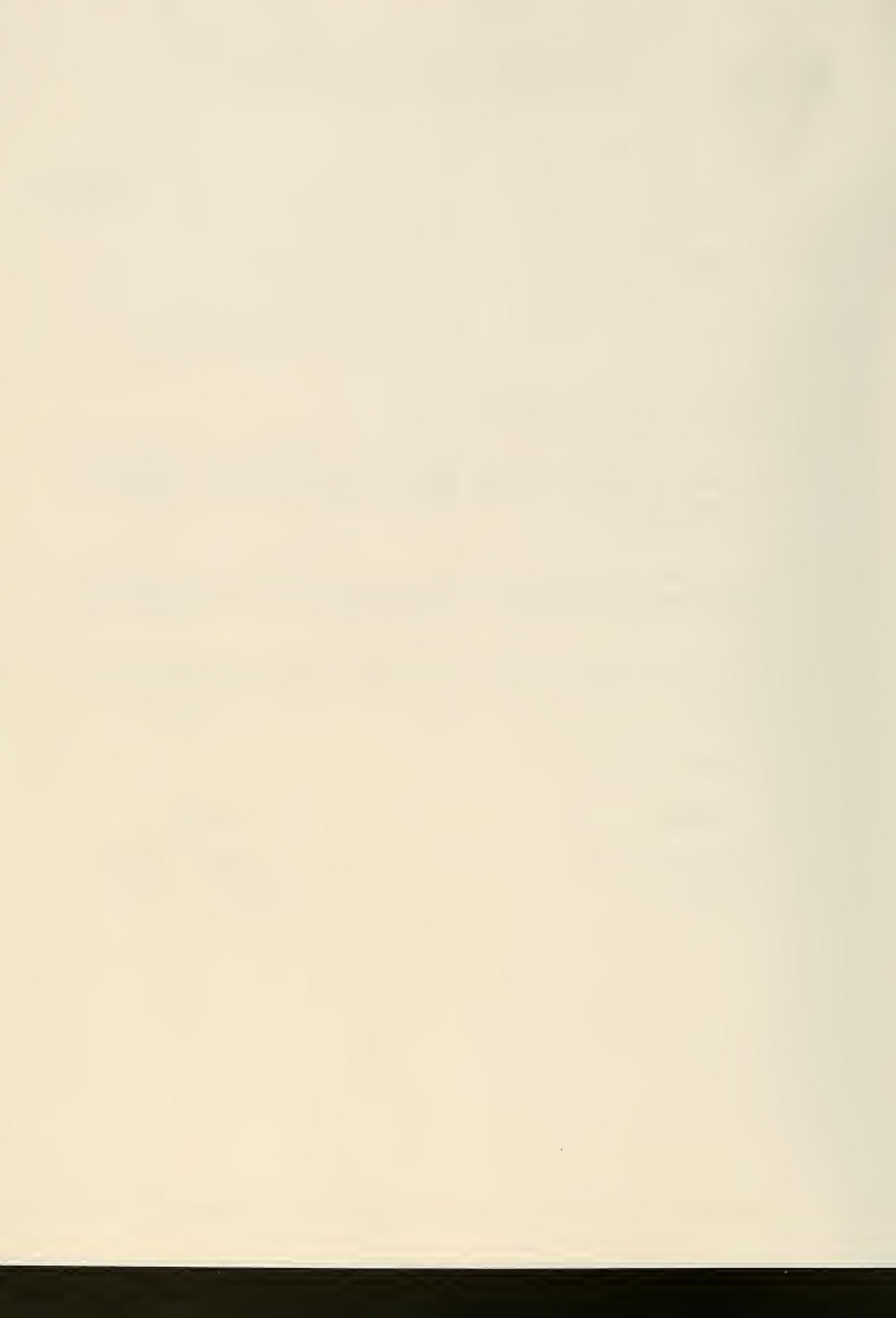
Sincerely,

Mike

Michael W. Muther
Polaroid Corp.
Co-Chair

Bill

Dr. William E. Kiernan
Children's Hospital
Co-Chair





הסתדרות הכללית של העובדים בארץ-ישראל

HISTADRUT — Confederación General de los Trabajadores en Israel

הוועד הפועל

COMITE EJECUTIVO

C

Tel-Aviv, 8th February 1991

Mr. Joseph Faherty
President
Massachusetts AFL-CIO
8 Beacon Street
Boston 02108, Mass.
Mass. USA.

Dear Mr. Faherty,

I would like to congratulate you on behalf of the Histadrut and workers in Israel on your election as president of Massachusetts AFL-CIO.

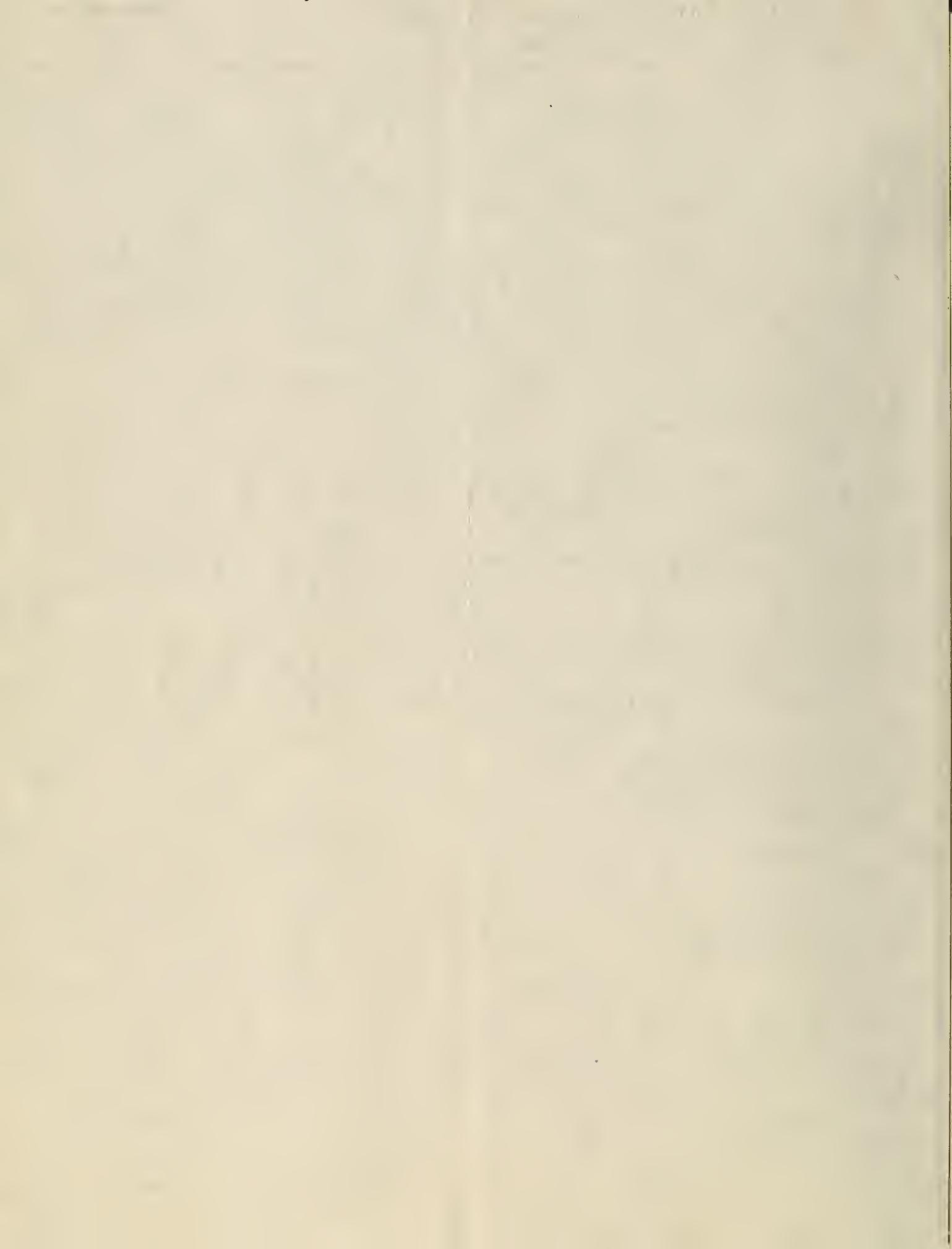
At those difficult times in Israel, we cherish the warm friendship of AFL-CIO to Israel and the Histadrut. Your support and solidarity are important to us now more than ever.

Learning from your important role in the International Brotherhood of Electrical Workers, I am certain that the members of AFL-CIO in Massachusetts will profit from your wide experience and integrity and that during your term of office you will continue to advance the issues and rights of the workers in your state.

All my good wishes,

Yours sincerely,


Avraham Alon
Director
International Department



C

THOMAS B. McCULLOUGH

56 Brigantine Circle
Norwell, Massachusetts 02061
Home: (617) 826-4128
Office: (617) 237-5050

February 15, 1991

Joseph Faherty
President,
Mass State Labor Council, AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Joe,

Two especially good things have happened in my job search. While it is moving in a very positive direction, I will not be able to say it is concluded for another several months, during which I will concentrate my energy on two compatible opportunities with two different firms.

One is that I begin a contract with MacKenna, Jandl and White this month. I believe they are one of the superior outplacement firms in the Greater Boston area. I know first hand the excellent manner in which they go about tutoring senior management people, many of whom have been CEO's, in job search procedures and tactics and supporting them in ways that help them deal constructively with transition; I chose them to help me last March after having interviewed several firms. Their business has been growing, and further, has ballooned quickly enough to need additional associates. My association with the firm will last several months at least. There is an outside chance that it may last quite a while.

The other is that a former United Way colleague, Jane Bowers, asked me to join her firm, McCormick Bowers Associates, Inc., which I decided to do. And, as that was happening, the Evanswood Center for Older Adults (Kingston, MA) asked me to manage its development office. Jane and I made a proposal and The Evanswood Center has just agreed to sign on as a McCormick Bowers client. McCormick Bowers Associates, Inc. specializes in organizational development and training, primarily for nonprofits. Most of the clients to date have been for fund raising. My joining the firm is part of their plans for expansion.

This combination of opportunities has the potential for meeting my professional, financial and personal goals, so let us hope that it hangs together for the relative long haul.

Thank you for your continued support and interest.

Sincerely,


Thomas B. McCullough

*Congratulations on your new
pt - it gets you into the
press more, doesn't it?*



67 Union Street • Lynn, MA • 01902 • 617/595-3224

February 12, 1991

Joseph Faherty
President
Massachusetts/AFL-CIO
8 Beacon Street, 3rd Floor
Boston, MA 02108

Dear Mr. Faherty:

To begin with I would like to apologize for the long delay in this acknowledgement of your generous gift. However, we have been in the process of acknowledging each donation with a personalized response.

We greatly appreciate all of your efforts in raising funds through the walk-a-thon which you sponsored. As you may know, My Brother's Table is a privately funded organization. We rely upon the support of individuals and our own fund raising efforts. Your efforts to raise money through a walk-a-thon are a great benefit to us. This donation will help our program address the ever growing need.

Recently My Brother's Table served 310 people in one night. While this number is not a record, the occurrence of serving more than 300 in one evening is becoming more frequent. We have served more people this year than ever before in our history.

As you are aware, the drastic cuts in fuel assistance are effecting many poor families. Already these families have spent their fuel allotment and must now choose between heat and food. Fortunately through your help these families are able to come here and receive a free nutritious meal. In addition as the economy worsens, the Table will see more under employed and unemployed individuals. Already the numbers of these people is on the rise. My Brother's Table is available to anyone in need. Therefore, anyone who comes to our door will receive a free nutritious meal in an atmosphere of respect and dignity.

It is very encouraging for us to know that there are so many that continue to support us during these difficult times. Your support at the state level and the continuing support from the local 201 of the I.U.E. is greatly needed and appreciated. Your gift and your support will allow us to meet the ever increasing needs of the poor in our community.

Peace,

John Feehan
Executive Director

JF/dc

S M U

C

February 12, 1991

Joseph Faherty, President
Massachusetts
AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Joe:

Thank you very much for helping make our labor law conference such a success. I have reviewed the evaluations, and the participants found your presentation very informative and engaging. In fact, people's primary suggestion for improvement was "more time", which is a good indicator of their high level of interest in the issues you raised.

Again, I appreciate the time and thought you contributed to the program and to educating union members about these important issues.

Very truly yours,



Erica Bronstein
Director

EB/jp



Boston Fire Fighters Local No. 718
International Association of Firefighters

A.F.L. - C.I.O.

55 HALLET STREET, BOSTON, MASS. 02124

Telephone: 288-2100

President
James Fitzgerald

Vice President
John McKenna

Treasurer
David Johnson
Recording Secretary
Nicholas DiMarino

Dear Brother:

2 12 91

We have been asked to forward the enclosed letter to ten organizations concerning the "Last Wish" program for a Craig Shergold. As you can see from the letter Craig has terminal cancer and wants to enter the Guiness Book of Records with the most get well cards.

We would ask that you 1) ask your membership to send him a card and 2) forward this letter to another organization.

Thanking you in advance, I am

Fraternally,

James B. Fitzgerald
James B. Fitzgerald
Local 718, Pres.
BOSTON FIREFIGHTERS

Radio Systems Inc.

Two-Way Radio/Maintenance

LOUIS J. PETILLO

107 Boston Street, Everett, MA 02149
426 Boston Street, Lynn, MA 01905
Tel: 389-6000 • 593-2320

January 23, 1991

BOSTON FIRE DEPT.
59 the Fenway
Boston, Ma 02123

This letter is in regard to the last wish of a little boy named Craig Shergold. Craig is seven years old and has a brain tumor with very little time to live.

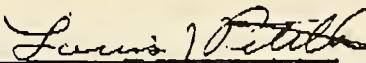
It is his last wish to be entered into the Guinness Book of World Records for receiving the largest number of "Get Well" cards. Please help Craig fulfill his wish by sending a card to:

Craig Shergold
c/o The Children's Wish Foundation
32 Perimeter Center, East
Atlanta, Ga 30346

Please have a staff member send a cover letter and a copy of the enclosed list to another ten companies or organizations adding the names of these companies onto the list. A copy on the department's bulletin board will enable employees to participate also.

Thank you for helping Craig fulfill his last wish.

Sincerely,
Radio Systems, Inc.



Louis J. Petillo
President

LJP/jd



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE DEPARTMENT
COMMONWEALTH LITERACY CAMPAIGN

100 NASHUA STREET • 9TH FLOOR
BOSTON, MA 02114

WILLIAM F. WELD
GOVERNOR

SONDRA G. STEIN
DIRECTOR

TELEPHONE
617-727-5717

MEMORANDUM

To: REB Chairs
REB Literacy Committee Chairs
REB Executive Directors
SDA Directors
SABES Coordinators
ILG Member Agency Staff
MJC Members
Adult Literacy and Training Providers

From: Sondra Stein, on behalf of the Interagency Literacy Group

Date: 11 February 1991

Re: ILG Principles for Effective Literacy and Basic Skills Programs

We are delighted to send you these Principles for Effective Literacy and Basic Skills Programs developed by the ILG over the summer and fall of 1990.

Principles is the most recent step in our effort to create a unified statewide adult literacy system. As many of you know, the ILG came together in the summer of 1987 to develop a Workforce Literacy Plan for Massachusetts. An analysis of the extent of adult functional illiteracy in Massachusetts and its significance in light of changing skill demands in the workplace, the Plan was a blueprint for targeted expansion of the literacy system linked to clear employment and training needs in the Commonwealth.

As part of it's effort to implement this plan, the ILG has worked closely with the Massjobs Council and the fifteen Regional Employment Boards established by the Legislature in FY 89. Our goal has been to provide these newly-created REBs with the tools needed to integrate planning for literacy into the overall service delivery plan for the region. To this end we prepared a Literacy Handbook for REBs intended to provide an overview of critical issues in literacy and then, working with the REBs have developed several specific planning tools:

To: REB Members
From: Sondra Stein
Re: Principles for Effective Literacy and Basic Skills Programs

Page 2

- A Survey of Literacy Services in Massachusetts: Directory and Report that, for the first time, identified all the literacy resources across the state and region by region so that REBs could identify gaps and/or duplication of services.
- An Employer's Guide to Planning Adult Basic Skills Programs in Business and Industry (in press) so that REBs could help employers assess whether their existing workforce had the skills needed and, if not, figure out how to develop workplace basic skills programs to address those needs.
- These Principles for Effective Literacy and Basic Skills Programs which, for the first time, articulate a clear and universal standard of effective literacy service delivery and program management so that REBs know what's important to look for in evaluating proposals for services as well as in evaluating existing programs.

Representatives from all ten of the state agencies involved in the ILG worked hard, over the past three years to arrive at the consensus policy these planning tools embody. However, the documents themselves could not have been produced without the behind-the-scenes staff work provided by CLC staff, most notably Hugh Munoz and Faye Johnson. As the CLC prepares to close down its Nashua Street office and end its tenure as the Governor's Initiative, I wanted to acknowledge these contributions. From now on, additional copies of any of these documents will be available through Kathy Carroll Day at the Department of Employment and Training, Hurley Building, 19 Staniford Street, Boston, MA 02114. Telephone: 617-727-7319.

